

KTXL FOX40, Sacramento, CA
ANNUAL EEO PUBLIC FILE REPORT
Date: August 1, 2014

Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of that is comprised of Station KTXL FOX40, Sacramento, CA.

KTXL, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organization. Organizations that wish to receive information about vacancies at the station should contact the Human Resources Director at (323) 460-5275.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hire accepted the job offer and passed. A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by complete contact information in the attachment.

Full-Time Vacancies Filled During Reporting Period

	Full-Time Position	Recruitment Sources Used	Recruitment Source for Successful Applicant
1	Executive Producer (2013-25830)	1-10, 13-15, 25-27	2-Tribune Company www.tribjobs.com (Intranet)
2	Photographer (2013-25080)	1-11, 13-14	22-Employee Referral
3	Administrative Assistant (2013-26485)	1-4, 8-9, 25, 27	4 - CareerBuilder
4	Producer (2013-25748)	1-14, 18, 21	22-Employee Referral
5	(2) Associate Producer (2013-26448)	1-11, 13-15, 25, 27	1- KTXL Fox 40 Website 1-KTXL Fox 40 Website
6	Director (2013-27045)	1-4, 8-9, 25, 27	4 - CareerBuilder
7	Maintenance Engineer (2014-27301)	1-10,13-14, 20, 27	2-Tribune Company www.tribjobs.com (Intranet)
8	Creative Services Writer/ Producer/ Animator (2013-26728)	1-10, 12-15, 20,25, 27, 29	1-KTXL Fox 40 Website
9	Local Sales Assistant (2013-26834)	1-4, 8-9, 16, 18-19,25, 27	1-KTXL Fox 40 Website
10	(3) Multimedia Journalist (2013-24937)	1-11, 13-15	1-KTXL Fox 40 Website 2-Tribune Company www.tribjobs.com (Intranet) 9-TV Jobs
11	Assignment Manager (2013-26129)	1-11,13,24-25	8-Medialine
12	(3) Photographer (2013-26779)	1-11, 13-15, 25, 27	22-Employee Referral 22-Employee Referral 22- Employee Referral
13	Graphic Artist (2014-38855)	1-4, 8-9, 12, 14, 27	22- Employee Referral
14	Special Projects Producer/ Assignment Editor (2014-38108)	1-10, 13-15,18-19, 24-25, 27, 32-33	22- Employee Referral
15	Account Executive (2014-27274)	1-10, 13-14, 20, 27	22- Employee Referral
16	Maintenance Engineer (2014-39858)	1-4, 8-9, 16, 25, 27	1-KTXL Fox 40 Website
17	Account Executive (2013-24654)	1-10, 13-15	22- Employee Referral
18	Director (2013-25733)	1-14, 20, 24, 25, 27	2-Tribune Company www.tribjobs.com (Intranet)
19	Assignment Editor (2013-25362)	1-7, 10, 13-15, 24-27	2-Tribune Company www.tribjobs.com (Intranet)
20	Research Analyst/ Sales Mkt Analyst (2013-25358)	1-10, 13-15, 24-27	4 -CareerBuilder
21	Graphic Artist (2013-25718)	1-10, 12-15, 20, 24-27, 29,	3 - Entertainment Careers

22	Promotions Manager (2013-25033)	1-7, 10, 13, 24, 26	22- Employee Referral
23	News Director (2013-25525)	1-9, 11, 13, 14, 24-27	22 - Employee Referral

**Total number of persons interviewed
during applicable period:**

Supplemental Recruitment Measures 8/1/13- 7/31/14

Activity/Description	Date	Staff Participant
<p>Internship Program: Ongoing program providing unpaid internships (for academic credit) for college students interested in pursuing a broadcast career. We have three different terms: Spring, Summer and Fall.</p>	<p>On-Going</p>	<p>Sam Cohen Executive Producer Katie Parish Creative Services Director Ann Postell General Sales Manager George Stuart News Operations Manager</p>
<p>Excellence In Journalism (EIJ) Conference 2013: Regional Human Resources Director met with potential candidates interested in employment opportunities within Tribune Company's West Coast Broadcast Stations, KTXL. During the journalism career expo we discussed career opportunities and internship positions with attendees, accepted resumes for employment and recruited for Fall 2013, Spring and Summer 2014 interns</p>	<p>8/24/2013-8/26/2013</p>	<p>Barbara Lopez-Nash Regional Human Resources Director</p>
<p>Loyola Marymount university (LMU) Fall 2013 Career Connections Fair: Regional Human Resources Manager and Human Resources Intern discussed career opportunities and internship positions with attendees, accepted resumes for employment and recruited for Fall 2013, Spring, and Summer 2014 interns.</p>	<p>10/1/2013</p>	<p>Doris Quesada Regional Human Resources Manager Lisa-Mone Lamontagne Human Resources Intern</p>
<p>California State University, Long Beach (CSULB) Fall 2013 Job Fair: Regional Human Resources Manager and Human Resources Intern attended and discussed career opportunities and internship positions with attendees, accepted resumes for employment and recruited for Fall 2013, Spring & Summer 2014 interns.</p>	<p>10/10/2013</p>	<p>Doris Quesada Regional Human Resources Manager Lisa-Mone Lamontagne Human Resources Intern</p>

alf of the Station Employment Unit

s in referring qualified applicants.

a background check and drug test. A
ed by number and listed (with

Total Number Interviewed (from all Referral Sources)
9
6
13
7
9
7
7
9
4
49
11
19
7
11
11
9
10
5
4
3
7

13
21

251

Sponsor
Station KTXL
Radio Television Digital News Association (RTNDA), Society of Professional Journalist (SPJ), National Association of Hispanic Journalist (NAHJ)
Loyola Marymount Career Development Services
CSULB, Career Development Center